

THE GOVERNMENT OF THE CZECH REPUBLIC



RESOLUTION OF THE GOVERNMENT OF THE CZECH REPUBLIC of 25 August 2004 No. 800

with respect to the Report on the advancement of the continuous results in the introduction of the National Strategy for the work of the Police of the Czech Republic in relation to national and ethnic minorities

The Government

- I. sets down the Report on the advancement of continuous results in the introduction of the National Strategy for the work of the Police of the Czech Republic in relation to national and ethnic minorities, included in part III of Document file No. 1063/04;
- II. assigns the Minister of the Interior to carry out tasks stipulated in part 4 of the report stated in point I of this Resolution.

To be implemented by:

The Minister of the Interior

The Prime Minister

JUDr. Stanislav Gross, in his own hand

Report on the advancement of the continuous results in the introduction of the National Strategy for the work of the Police of the Czech Republic in relation to national and ethnic minorities

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1. Introduction

The National Strategy for the work of the Police of the Czech Republic in relation to national and ethnic minorities (hereinafter only “the Strategy”) was acknowledged by the Government of the Czech Republic by Resolution No. 85 of 22 January 2003. The Strategy is the basic conceptual document that deals with the issue of relation between national and ethnic minorities and the Police of the Czech Republic and the area of work of the Police of the Czech Republic in relation to national and ethnic minorities.

The Strategy is a reaction to risks and challenges that a multicultural and multi-ethnic society imposes on the state administration and the work of the police force. It is also an answer to public order of a strategic document concerning police work in relation to national and ethnic minorities.

The Strategy promotes the principles of modern police work in an ethnic and nationally diversified society. Its aim is to create mechanisms that would enable the Police of the Czech Republic to work effectively in relation to minority communities.

The Strategy determines medium-term and long-term objectives of the police work in relation to national and ethnic minorities. It concentrates especially on the following areas:

1. to incorporate the issue concerning national and ethnic minorities in the system of lifelong learning of policemen;
2. to work out mechanisms for employment of members of national and ethnic minorities with the Police of the Czech Republic;
3. to reduce the risks of employment of policemen with a xenophobic value orientation with the Police of the Czech Republic;
4. to incorporate the regulation concerning the conduct of the Police of the Czech Republic’s member in relation to national and ethnic minorities in society into the Ethical Code of the Police of the Czech Republic;
5. to carry out a representative survey which would map the issue of relation of the Police of the Czech Republic to national and ethnic minorities in the society and would help identify the trouble areas in relation of the Police of the Czech Republic to national and ethnic minorities;
6. to create an institutional framework of preventive police activities arising from clients’ needs, which in relation of the Police of the Czech Republic to national and ethnic minorities represent an alternative to a repressive approach in the police work.

Target group: Members of the Police of the Czech Republic

The aim of the Strategy applies to:

A.
members of national¹ and ethnic minorities in the Czech Republic

¹ When determining the groups of national minorities the Strategy was following the Act No. 273/2001 Coll., On the rights of members of national minorities and on amendments to certain laws

B.

aliens in all of residence regimes. From the Strategy's point of view the alien's residence regime is irrelevant – the proposed mechanisms of the police work are presented for the purpose of prevention of an ignorance conflict and for the purpose of a successful adaptation of the Czech Police members to the conditions of work in a multicultural society. The Strategy has ambitions to become one of the many tools of integration of members of minorities and aliens into the public life and activities of state institutions.

The presented Report contains information on continuous fulfilment of the Strategy objectives in all above-mentioned areas and it evaluates all activities associated with the fulfilment of tasks included in the Strategy. It proposes new measures and determines concrete tasks following these proposals to the Ministry of the Interior of the CR and the Police of the CR.

2. Evaluation of tasks resulting from the implementation of the Strategy and proposals for additional measures

2. 1. Education and Career Formation of Policemen

To obtain practical skills in the issue of police work with national and ethnic minorities, the Strategy has determined the definition of contents and organizational forms as the principal objective in the area of the policemen's education which will provide, within the framework of a lifelong learning, a guarantee for the policemen's professional qualification in the objective area.

The principal step in the area of policemen's education in the issue of work in relation to national and ethnic minorities was the opening of the pilot **course *Multicultural Education – Extremism-Racism*** in the School Police Centre in Červený Hrádek. As of **October 2004 this course will be taking place in all School Police Centres in the Czech Republic and the individual services' members will be gradually attending it.**

In May 2004, a four days' **training for instructors of School Police Centres**, who will be working as lecturers within the mentioned course, took place. With regard to the nature of the topic it will be necessary to increase the standard of their lecturer skills in the objective issue to achieve a real effectiveness of this systemically introduced educational activity. The training will be supplemented with additional courses, which will provide the lecturers with more knowledge in an assigned area.

Also **eight police trainers** will be **engaged** in the lecturer activity in these courses; these were trained in 2002 – 2004 in the issue of human rights, racial equality and police work in relation to national and ethnic minorities by both foreign experts and Czech lecturers.

The course concept does not take into account the middle and senior management's engagement in this training. Within the framework of further professional preparation of the police managers in the issue concerning national and ethnic minorities, the assigned topics will be incorporated into the courses for the middle and senior management organised by the Police Academy of the Czech Republic.

Also other determined tasks were fulfilled:

- **An analysis of the current state of the classification of the issue of national and ethnic minorities into the system of the policemen's education has been accomplished.** In the basic special trainings, the subject of *Public Order Police* includes exercising of interference tactics, in which an alien is present, including model situations. In the subject of law the Charter of Fundamental Rights and Freedoms and international treaties concerning national and ethnic minorities are studied. In the subject of psychology, the issue is mentioned within these topics: socially pathological effects – racism, xenophobia, prostitution, drugs, unemployment, further refugeeism and migration, society structure and religion overview. Currently the project "Classification of human rights, protection and respect toward minorities and professional ethics into the training programme of the Police of the Czech Republic and the work of the Police of the Czech Republic", which is implemented by the Secondary Police School in Hrdlořezy, is dedicated to an improvement in human rights teaching, which includes also the topic of national and ethnic minorities. In the four-year field of study of Security and Legal Activity, a multicultural education is represented in a sufficient extent of 34 teaching classes.

- **The profile of a graduate of the basic special training with regard to determination of the issue of minorities as a new priority is redefined**, on whose basis the new teaching documents of the basic special training are created.
- **One-day field trips for the students of Secondary Police Schools to asylum facilities** run by the Refugee Facility Administration of the Ministry of the Interior of the Czech Republic are continuously provided.
- **Preparation of psychology and deontology teachers in the issue of the Police of the Czech Republic's relation to national and ethnic minorities is incorporated into the concept of teachers' education.**

In 2004, the psychology and deontology teachers completed the training within the framework of the "Alternatives", a project (prepared by People in Need at Czech TV, public service organisation) concerning national and ethnic minorities. Teaching materials processed within this project are available at the Secondary Police Schools of the Ministry of the Interior of the CR.

Within the project "*Classification of human rights, protection and respect to minorities and professional ethics into the training programme of the Police of the CR and the work of the Police of the CR*", 15 teachers were chosen that were trained by Dutch lecturers for the assigned topic. In March 2004, **The Centre for Human Rights** was open within the Secondary Police School in Prague that is an information and expert centre in the field of human rights and protection of national and ethnic minorities. The Centre serves as a specialist support especially for the teachers of secondary police schools, it processes and provides information from an assigned area, and it organizes educational activities and participates in the formation of curricula. It organizes **courses also for the middle and senior police management**, which are aimed at the objective issue.

- A thorough **analysis of utility of existing teaching materials** was carried out in the interior sector, concerning the issue of national and ethnic minorities in society. At the same time, **an elaboration of additional manuals and teaching materials on national and ethnic minorities was commissioned**. During 2004, a manual for the police trainers will be elaborated for the issue of racial equality. The manual will be a summary of the existing courses that these trainers have completed.
- **Training for the policemen specialized in the detection of extremist criminality** on the topic of "Police in relation to minorities" was organised. All of the other trainings were realized within the *Operation Plan of the Police of the CR, West Bohemia Regional Administration in relation to national and ethnic minorities* (see Chapter 6.1). This Operation Plan included trainings for selected members of **the public order police and the heads of selected district departments** from the police districts with a higher percentage of members of national and ethnic minorities. Also the members of the Preventive Information Group were trained in the assigned issue.

There was also included in the *Operation Plan of the Police of the CR, West Bohemia Regional Administrations in relation to national and ethnic minorities* a training for the Foreign and Border Police members (SCPP) operating in the Balková facility of the Ministry of the Interior of the CR. The training was led by lecturers of the Refugee Facilities Authorities and was focused on the cultural and religious specifics of minority communities. It has turned out that the Foreign and Border Police members are not prepared for work in a mentally stressful environment in any way, nor for the situations typical of the facilities of this type, for example, hunger strikes, aliens' aggression, etc. They have neither basic information on the countries of origin, from which the highest number of aliens are coming to the Czech Republic, nor any knowledge of cultural and religious specifics of these minorities.

On the basis of this experience the Ministry of the Interior and the Police of the CR will carry out a thorough analysis of the actual state of incorporation of the issue of national and ethnic minorities into the system of education of the Border Police members and will propose to supplement the basic special training and subsequent trainings for the Border Police members by the above-mentioned issue.

Proposed measures:

- In relation to the preparation of the course *Multicultural Education – Extremism-Racism*
 - to carry out a subsequent training for the police instructors acting within the course in the School Police Centres of the Police of the CR, Regional Administrations, which will be focused on an improvement in lecturers' skills and supplementation of knowledge of the issue of the police work in relation to minority communities;
 - to involve eight police trainers for the issue of racial equality in the training for police instructors, and other lecturers with whom the interior sector has cooperated for a long time;
 - to involve eight police trainers for the issue of racial equality in the lecturer's activity within the course *Multicultural Education – Extremism-Racism* and to provide conditions for their lecturer's acting within this course;
 - to determine the order of the target groups of policemen who will attend the course depending on relevant indicators (a percentage of population representation of ethnic minorities and aliens in the relevant police districts and territories, etc.);
 - to create the system of records of the course graduates within the EKIS II information system in order to facilitate the realization of subsequent trainings;
- to incorporate the courses for the issue concerning national and ethnic minorities among the courses and seminars for the middle and senior management (directors of the district directorates of the Police of the CR);
- in the field of education of the Foreign and Border Police members in the issue of the police work in relation to national and ethnic minorities
 - to redefine the profile of the graduates of the basic special training of the Foreign and Border Police and the profile of the graduates of the service preparation of the Foreign and Border Police who would contain the policemen's knowledge of different cultural and religious specifics, the actual trends in migration, the Czech Republic's policy in relation to aliens, illegal migration and policemen's skills regarding effective and correct treatment of aliens, solutions of conflict situations with aliens and compensatory techniques for a reduction of stress;
 - to analyse the need for the creation of a special educational programme for the Foreign and Border Police members who serve in the facilities for the detention of aliens;
 - to adapt the current educational programmes on the basis of the updated profile of graduate;
 - to carry out a training of personnel in the facilities for detention of aliens in Balková, Poštorná, Velké Přílepy, Frýdek-Místek, and Bělá-Jezová;
 - to secure field trips of the Foreign and Border Police members included in the basic special trainings to the refugee facilities and alien detention facilities.

2.2. Employment of Members of National Minorities with the Police of the CR²

One of the principal objectives of the Strategy is a creation of system measures that are supporting recruitment of members of national minorities for the Police of the Czech Republic, that would include mechanisms of the promotion of recruitment of members of national and ethnic minorities, identification of suitable candidates, study programmes for members of national minorities and the manner of an effective classification of graduates into the structure of the police organization.

To create a system measure supporting the recruitment of members of national minorities for the Police of the CR and to **identify suitable candidates from minorities for the work with the Police of the CR**, it appears to be appropriate to use cooperation with the Ministry of Education, Youth and Sports of the Czech Republic, which annually announces a programme “Support for the Roma Secondary School Pupils”, and by force of the regional offices and the Prague City Municipality it informs the schools about the announcement and conditions of the programme. The aim of this programme is to support the studies of those Roma pupils whose families have considerable financial difficulties with the costs connected with secondary school studies. The programme is intended for the schools enlisted in the network of schools, pre-school facilities of schools, including vocational schools.

The Ministry of the Interior of the CR consulted a possibility of providing contacts to the secondary schools and vocational schools, whose pupils had been granted subsidies, with the Ministry of Education, Youth and Sports of CR. The personnel departments of the appropriate regional administrations of the Police of the CR will then contact these institutions and inform the students, via them, about the possibility of their employment with the Police of the CR.

The Police of the CR are drawing up a new information brochure about the possibilities of work within both the service relationship and employment with the Police of the CR, in accordance with the effect of the new Act. No. 361/2003 Coll., on the service relationship of security forces members. This brochure, which may also be used for an increase in the efficiency of recruitment promotion of members of national minorities for the Police of the CR, will be published by the end of 2004.

In relation to the recruitment of the members of minorities for the Police of the CR, the Ministry of the Interior assessed **the possibilities to use a four-year GCSE project for members of minorities** (the field of study “Public Administration Activity”) in the Secondary Police School of the Ministry of the Interior in Brno.

The application to the Interior Minister for the establishment of **GCSE study** for national minorities (one class for the Roma and other national minorities) at the Secondary Police School of the Ministry of the Interior in Brno, was made by:

Jan Jařab, Czech Government Commissioner for Human Rights, on 15 April 2002,
Vladimír Horváth, Chairman of The Association of the Roma in Moravia, on 19 April 2002.

The Ministry of the Interior of the CR proposed teaching documents and elaborated analyses concerning securing of personnel for the new field of study, and determined expenses. On the basis of the following evaluation of deficient teaching capacities for the new

² Only a citizen of the Czech Republic may become an employee of the Police of the Czech Republic at the current legal regulation. Proactive employee policy on the part of the Police of the Czech Republic may only affect members of national minorities as are defined by the Act No. 273/2001Sb., On rights of members of national minorities and on amendments to some laws.

form of the basic special training and the realization of the *Concept of the lifelong obligatory education of the members and employees of the Police of the CR and the interior sector* it has been decided to give up the project Public Administration Activity with concentration on national minorities.

In the course of designing the course, teaching documents were consulted with the National Institute of Technical and Vocational Education that proposed for the realization newly processed teaching documents 68-43-M/001 Public Administration Activity, ref no. 19 468/2003-23, which came into effect as of 1 September 2003, starting with the first grades. It recommended teaching the Roma language and Roma culture within the disposable classes of selective school subjects. It arose from consultations that the classification of the issue of national minorities was possible according to newly drafted documents of the Ministry of Education, Youth and Sports also in other fields of study (which contain a higher number of disposable classes of selective school subjects), and after approval by the Ministry of Education, Youth and Sports, it was recommended to the Council of the Government of the CR for Roma community affairs and to the Association of the Roma in Moravia to address the Ministry of Education, Youth and Sports for the possible realization of their request.

This integrative solution of teaching directed at national minorities brings positives, which could not have been achieved during the realization of the segregate model at the Secondary Police School in Brno. The Ministry of Education, Youth and Sports of the CR expects from the involved entities possible concrete requirements for teaching of the appointed number of pupils in individual fields, who will be interested to study in the language and culture of other nationalities and ethnicities.

Proposed measures:

- To make the promotion of recruitment of national minorities for the Police of the CR more effective with the use of contacts to schools that are engaged in the programme “Support of the Roma Secondary School Pupils” and information brochures about the possibility of work with the Police of the CR;
- within the courses for the middle and senior police management, to inform the members of the Police of the CR with personnel competence on the measures supporting the recruitment of members of national minorities for the Police of the CR.

2.3. Psychological examination of applicants for work with the Police of the CR, monitoring of a xenophobic value orientation of policemen within the basic special training

Within the framework of the Strategy's concept, there were proposed methods of how to prevent the demonstration of xenophobia among the members of the Police of the CR more effectively.

The Psychological Centre of the Ministry of the Interior of the CR has analysed possibilities of the development of the psycho diagnostic method for the detection of xenophobic and racist attitudes in job applicants with the Police of the CR. The result of the specialist and methodological research is a statement that neither abroad nor in the Czech Republic there is a valid psycho diagnostic method by which the xenophobic and racist attitudes could be identified.

In spite of this statement the Ministry of the Interior and the Police of the CR have welcomed the improvement of admission psycho-diagnostic tests that would effectively prevent the possible signs of xenophobia and racism among the policemen in the beginning. The Ministry of the Interior will therefore continue to examine the possibilities of an elaboration of a brand new psycho-diagnostic method for the detection of racist and xenophobic tendencies in applicants. With regard to the fact that this task exceeds the scope of the Department's competence, the Ministry of the Interior will look for the ways of cooperation with some of the specialist academic centres. The psychological centres of the Ministry of the Interior and the Police of the CR are prepared to actively participate in this research.

The teachers of the secondary police schools of the Ministry of the Interior of the CR, whom policemen meet in theoretical preparation within the basic special training, and the instructors of School Police Centres, who teach policemen in the practical part of the basic special training and who directly participate in the formation of the policemen, will be involved in the behaviour of policemen within the basic special training. In the events that a xenophobic or racist sign is detected in an attendant of the basic special training, the police official with personnel competence will proceed according to the Act No. 361/2003 Coll., on the service relationship of the security forces' members.

Cooperation of the personnel of the Police of the CR monitoring policemen with the police officials who have personnel powers will be secured in the form of an internal act of proceedings which determines the procedure of service officials in a given matter and which will be in accordance with the above mentioned Act No. 361/2003 Coll. This measure will be adopted as of 1 January 2005, when the Act No. 361/2003 Coll. will come into effect.

Proposed measures:

- To secure the participation of the teachers of secondary police schools of the Ministry of the Interior of the CR and instructors of the School Police Centres in the monitoring of policemen's behaviour within the frame of the basic special training with respect to possible xenophobic and racist signs;
- to include methodology into the newly upcoming internal acts proceedings in the area of personnel work that will adapt cooperation of officials who have the personnel power with authorized employees of the Police of the Czech Republic who are responsible for the monitoring of the attendants of the basic special training and the procedure of these officials during the detection of xenophobic or racist tendencies in the policemen in the basic special trainings;
- to amend the binding directives of the Police President No. 96 and 97 of 28 June 2002 for the execution of a continuous evaluation of the members of the Police of the CR and the work of the employees employed with the Police of the CR by an item "impartiality – xenophobia".

2.4. Ethical Code of the Police of the CR

With regard to the fact that the approach to members of national and ethnic minorities presents a crucial parameter of the police work in a multicultural society, the Strategy proposed to dedicate one of the key regulations of the Ethical Code of the Police of the CR to this issue.

A thesis on an equal approach to any person without exception, which in relation to members of national and ethnic minorities otherwise signifies a respect to cultural and value differences everywhere the conflict of the laws of the Czech Republic does not occur, will be incorporated into the Ethical Code, the final version of which the Police Headquarters currently draw up. The Ethical Code will be issued by an internal act of the proceedings, effective as of 1 January 2005, and will come into effect together with an amendment to the Act on the service relationship.

With regard to the fact that the proposal of Ethical Code contains generally defined principles of the police ethics and interpretation of many formulations does not always have to be unambiguous, it would be appropriate to amend the presented proposal by examples of a so-called good experience, which would serve the policemen as an orientation guide for the conduct in particular situations.

The Ministry of the Interior of the CR has already commissioned the company People in Need - Czech TV, public service organisation, with the processing of the manual "Policeman in a Multicultural Environment" which will contain a detailed interpretation of the above mentioned thesis on the equal approach to representatives of minorities. The manual will provide the policemen with the basic information on the most numerous national and ethnic minorities living in the Czech Republic, and on their religious and cultural differences, habits and tradition. The manual will provide the policemen with the directions on treatment of members of minorities with regard to these differences. It will be issued at the turn of 2004/2005 with reference to the mentioned regulation of the Code.

Proposed Measures:

- to process an annex to the Ethical Code of the Police of the CR which will have the form of an interpretation of individual regulations of the Code and will contain examples of a so-called good practice of conduct in particular situations;
- to secure manuals **"Policeman in a Multicultural Environment"** in the course *Multicultural Education – Extremism-Racism*;
- to carry out measures for the use of Ethical Code of the Police of the CR in the media.

2.5. Realization of a representative sociological survey of the issue of relation of the Police of the CR to national and ethnic minorities in the Czech Republic

For the detailed mapping of the issue and obtaining valid sociologic data there has been proposed a goal-directed, systematic and complex solution that would sufficiently cover the spectrum of the issue in relation of the Police of the CR to national and ethnic minorities.

On the basis of the contract for work concluded between the Ministry of the Interior and the company PhDr. Jiří Buriánek-Universitas³, the company UNIVERSITAS carries out a survey aimed at the relation of the Police of the CR to national and ethnic minorities.

In accordance with the Resolution of the Government of the Czech Republic No. 1141 of 12 November 2003, the realization of the representative survey is financed through an allowance released from the budgetary chapter of the Public Cash Administration for the Ministry of the Interior of the CR for the implementation of projects within the framework of the Concept of Integration of Aliens in 2003.

In the field of relation of the Police of the CR to minorities, the survey deals with the reflection of individual national and ethnic minorities, problems within these minority communities, evaluation of the Police of the CR's official activities in relation to minorities, approach to the solution of discrimination and racially motivated violence and perception of the crime rate of members of these minorities from the policemen's view. Within the framework of mapping the relation of minorities to the Police of the CR, the survey will find out the perception of the approach of the Police of the CR to national and ethnic minorities, degree of confidence in the Police of the CR, opinion on the rate of discrimination from the side of the Police of the CR and evaluation of official activities of the Police of the CR in relation to minorities.

The survey methodology is based on a representative sample of the targeted population, i.e. the members of the Police of the CR and national and ethnic minorities in the Czech Republic. The sample size is 1,000 respondents. This number includes both policemen and members of national and ethnic minorities.

The survey is carried out in two groups of respondents, each in size of 500 polled. The survey is under way on the territory of eleven police districts and within three regional directorates of the Foreign and Border Police. Localities were selected so that they would evenly cover the areas with a high population of members of national and ethnic minorities as well as areas with a low number of these residents. The selection includes also "neutral" regions.

Five group interviews will be related to the quantitative survey, with a participation of about 10 respondents in each. Three sessions of focus-groups will take place within the Police of the CR (one on the higher command level, two with ordinary policemen), two with members of minorities.

The survey results will be available (to the Department of Security Policy of the Ministry of the Interior) during July 2004. An official presentation of the survey's conclusions will be performed by the agency UNIVERSITAS at the opening conference to the PHARE Twinning Light "Strategy on Policing Minorities" project no. CZ02/IB/JH/02-TL.

³ According to Section 536 and the subsequent of the Commercial Code and Section 49b of the Act No. 1999/1994 Coll., on announcing public tenders, as amended.

The data acquired through this survey will help with the drafting of particular future strategies in the issue of the police work in relation to minorities and **the output of this survey will be a basis also for possible proposals for additional measures.**

Proposed Measures:

- to propose additional measures on the basis of the results from the representative sociological survey of the issue in relation of the Police of the CR to national and ethnic minorities in the Czech Republic.

2.6. Implementation of Pilot Projects

2.6.1. The Operation Plan of the Police of the CR in relation to national and ethnic minorities and the Liaison Officer for the issue of minorities

As support for the system approach of the Police of the CR to the issue of national and ethnic minorities in society, the Strategy proposed to introduce to the Czech police work a mechanism of *Liaison Officer for Minorities and Operation Plan of the Police of the CR in relation to national and ethnic minorities* (further only “Operation Plan”).

By the Order of the Police President No. 78 of 6 June 2003, the Police of the CR, Western Bohemia Administration, was authorized to implement both pilot projects. By the Director of the Police of the CR, Western Bohemia Administration, No. 72 of 18 August 2003, a liaison officer for the issue of minorities was appointed and a five-member police work group was established to be responsible for the fulfilment of tasks set by the Operation Plan. A member of the Criminal Investigation Police, specialized in the detection of extremist criminality, was appointed the position of Liaison Officer. Police inspectors of the Common Criminality Detection Department of the Criminal Investigation Police and editors of the Preventive Information Group of selected district directorates of the Police of the CR were chosen for the work group. The group operated at the district directorates of the Police of the CR in Domažlice, Cheb, Karlovy Vary, Plzeň-City, Rokycany, and Sokolov.

Based on a proposal presented by the group of the Liaison Officer, the Operation Plan was drawn up with a participation of the representatives of the Ministry of the Interior of the CR, Police Headquarters of the CR, police instructors for the issue of racial equality, representatives of the Office of the Government, non-governmental and international organisations at a joint one-day seminar.

The Operation Plan included:

- Activities concerning training of selected members of the Police of the CR, Western Bohemia Administration, for the issue of police work in multicultural society.
- Concrete forms of cooperation of the Police of the CR with minority communities and with the representatives of local authorities, state administration authorities and non-governmental organisations which are engaged, within the competence of the Police of the CR, in the issue of national and ethnic minorities (organising regular meetings and maintaining permanent communication with all involved entities, participation in the cultural and social events of minority communities and non-governmental organisations).
- Preventive activities, cooperation with schools in the region (organising lectures at selected elementary and secondary schools on the issue of racism, extremism and police work in multicultural society; engagement of the Liaison Officer’s group in educational and leisure time projects for minorities organised by non-governmental organisations).
- An obligation of the work group to keep detailed records of its activities in the form of brief field reports and to deliver these reports to the administration management, the Police Headquarters of the CR and the Ministry of the Interior of the CR.

For each task of the Operation Plan, members of the work group (or the Ministry of the Interior) were appointed to be responsible for the implementation of a particular measure and a precise date by which a particular task should be fulfilled was set.

In the set period of time from 15 August 2003 to 30 March 2004, the Liaison Officer’s work group gradually fulfilled all the tasks specified in the Operation Plan. The Liaison Officer systematically coordinated the implementation of the set measures.

- In the field of **policemen education**, trainings of selected policemen of the Police of the CR took place:

Selected members of the general police and selected heads of district departments from the police districts with a higher percentage of national and ethnic minorities (Sokolov, Cheb, Karlovy Vary) were trained. The trainings were led by police trainers for the issue of racial equality and by the coordinator for national minorities of the Moravian-Silesian Region.

The Liaison Officer, in cooperation with the Ministry of the Interior, organised trainings for the members of the Foreign and Border Security Police operating in the establishment of the Ministry of the Interior of the CR at Bálková; the trainings were aimed at the cultural and religious specifics of foreign communities. Lecturers were provided by the Refugee Establishments Administration of the Ministry of the Interior of the CR.

The Liaison Officer, in cooperation with the Ministry of the Interior, carried out a training for the members of the Preventive Information Group on the subject “How the Czech media inform on aliens”.

The Liaison Office and selected members of the work group participated in trainings within the pilot course *Multicultural Education – Extremism-Racism* at the Training Police Centre in Červený Hrádek.

The Liaison Officer’s work group participated in a special seminar “Police ethics, police work in multicultural society and prevention strategy” led by specialists from the Norwegian Police. The group also participated in drawing up a uniform concept and methodology for trainings in the issue of work with minorities.

- In the field of **communication** with all entities involved in the issue of integration of national and ethnic minorities:

The Liaison Officer’s work group organised two official meetings of policemen with the representatives of the organisations of national and ethnic minorities in the Districts of Karlovy Vary and Plzeň.

The Liaison Officer and the work group members participated in regular meetings with Roma coordinators, representatives of Roma organisations in Rokycany (a close cooperation was established with Diakonie), Cheb, Sokolov, Domažlice, Karlovy Vary (a good cooperation with the local Roma Civil Association) and non-governmental organisations of Plzeň-City, Rokycany, and Cheb, which deal with Roma problems.

- In the field of **preventive activities**:

In selected police districts, members of the Preventive Information Group organised lectures in special schools with a higher percentage of Roma children. There were also lectures in selected secondary schools aimed at the issues of racism, extremism and police work in multicultural society.

The work group closely collaborates with some non-governmental organisations (Diakonie in Rokycany, the Roma Civic Association in Karlovy Vary), which organise leisure time activities for children and youth from underprivileged families (most of the clients are children from Roma families). The Police of the CR participate in the preparation of programmes of these activities (children’s summer camps, competitions in the knowledge of traffic rules, etc.).

- In the field of **management and organisation**:

The Liaison Officer regularly reported on his and his work group’s activities to the representative of the director for criminal procedure administration. Based on the brief field reports of the work group members, a summary report was drawn up which was delivered, at the end of each month, via the Police Headquarters to the Ministry of the Interior of the CR.

Apart from the tasks explicitly set by the Operation Plan, Liaison Officer has systematically monitored the structure of members and communities of national and ethnic minorities in the region. Since March 2004, he has been engaged in the monitoring of the actual state of migration of Roma communities from the Slovak Republic to the Czech

Republic and he uses all contacts that he continuously establishes inside the communities. In the event of a sudden increase in the number of migrants, he will inform, via the Police Headquarters of the CR, the Ministry of the Interior of the CR. Information acquired in this way will be used, in particular, for the functioning of the timely warning system whose creation was ordered to the Ministry of the Interior by the Resolution of the Government of the CR No. 1160 of 19 November 2003 to the *Report on the analysis of the current migration and settling of members of Roma communities from the Slovak Republic to the area of the Czech Republic*.

The Liaison Officer also assisted in solving conflicts and serious offences associated with the life of minority communities.⁴

The implementation of pilot projects was continuously monitored by appointed representatives of the Ministry of the Interior who participated, according to their possibilities, in organisational provision of work of the Liaison Officer's team as well as in implementing partial measures.

A great benefit of both pilot projects is, in the first place, establishment of a closer contact and cooperation with the Roma community and their representatives and the representatives of the local authorities, state administration bodies and non-governmental organisations dealing with the issues of integration of national and ethnic minorities. Liaison Officer and the members of his team have acquired a good knowledge of minority communities in the region and they are able to find their way among them very quickly. Liaison Officer and the work group continuously monitor the structure of the members or communities of national and ethnic minorities and aliens in the locality.

Liaison Officer fulfils the role of a competent intermediary between the police and the minority community. He offers the members of minority communities assistance in solving concrete issues with the life of the minority, falling to the legal competence of the Police of the CR. He also acts as a consultant in solving all affairs that concern minorities from the view of the Police of the CR.

The policemen who have been trained within the courses included in the Operation Plan, will continue to use the knowledge acquired during these trainings in their everyday routine and in contacts with the representatives of minorities.

Preventive activities aimed at children and youth from minority communities will reflect in the future attitude of these communities towards the Police of the CR and they will contribute to a positive evaluation of the police and their positive image seen by the members of these minorities.

The pilot projects of Liaison Officer for minorities and Operation Plan are based on a belief that the range of cooperation of the Police of the CR with minorities should be extended and that cooperation with the representatives and communities of minorities should have a form of directed and systematic activities. The proposals of these projects included in the Strategy were based on an assumption of an extension and gradual systematisation of both mechanisms which also make it possible for the Police of the CR to adapt to local conditions. Concrete measures may be directed at those minority groups for which using them in a particular locality seems the most effective.

With regard to the fact that the projects of Liaison Officer for minorities and Operation Plan are appraised to be beneficial and highly effective, the Ministry of the Interior of the CR proposes a systematic implementation of both of these mechanisms

⁴ The Liaison Officer participated in the solution of cases in the Karlovy Vary District where a Roma wedding had been attacked by supporters of the skinheads movement. In the Sokolov District, he solved mutual verbal and physical attacks between the majority and the Roma minority and a case of an attempt to attack a Roma family by supporters of the skinheads movement.

into the structure of the Police of the CR and their introduction to all regional administrations of the Police of the CR.

One of the bases of pilot projects of Liaison Officer for minorities and Operation Plan proposed in the Strategy was the existing activities and results of the Police of the CR in the field of extremist criminality detection. **The proposal for the systematic introduction of both mechanisms in the structure of the Police of the CR is based on the experiences with the implementation of these projects and it suggests that the positions of liaison officers are carried out by persons appointed from the department of fight against extremist criminality.** A suitable alternative to the establishment of ad hoc work groups is seem to be the possibility to make use of cooperation with the personnel of Criminal Investigation Police specialised in the detection of extremist criminality at the district directorates of the Police of the CR⁵. Depending on local conditions, the liaison officer may also work with the members of the Preventive Information Groups at the regional and district administrations of the Police of the CR.

The liaison officers will remain responsible for the compilation of the Operation Plan of a particular regional administration of the Police of the CR in relation to minorities and for the systematic implementation and coordination of intentions arising from this document. Liaison officers are offered a space for initiative in the field of solutions of concrete negative phenomena and for cooperation with the police management in choosing and applying adequate measures.

The broad cohesion of procedure in the field of work of the Police of the CR in relation to national and ethnic minorities will be ensured by **issuing a binding directive of the Police President**. Liaison officers will also attend an intensive training for the issues of work with minorities.

Proposed measures:

- To implement systematically the mechanisms of the *Operation Plan of the Police of the CR in relation to national and ethnic minorities* and *Liaison Officer for the issues of minorities* into the structure and activities of the Police of the CR and to introduce these mechanisms to all regional administrations of the Police of the CR.
- To prepare a binding directive of the Police President by which the activities of liaison officers for minorities will be determined.
- To provide trainings of liaison officers in the issues of work of the Police of the CR in relation to national and ethnic minorities.
- To ensure, organisationally, the conditions for work of liaison officers.

⁵ Cooperation of these specialists from the specialist departments of districts and regions of the Police of the CR is stipulated by the Police President's binding directive no. 100 of 10 June 2002, which sets the activities of the members of the Police of the CR in the field of fight against extremist criminality.

2.6.2. Assistant of the Police of the CR for the fight against usury in socially segregated Roma communities

The project of *assistants of the Police of the CR for the fight against usury* was proposed within the Strategy as a mechanism which would make it easier for the Police of the CR to contact and communicate with minority communities.

The institute of “assistant of the Police of the CR” was also proposed as a part of the Resolution of the Government of the CR No. 761 of 5 August 2002, which ordered Minister of the Interior to authorise the Police President to establish a work team for the fight against usury in Roma communities.

The proposal for establishment of the position of assistant of the Police of the CR was based on foreign experiences with this mechanism. The police assistant is a position existing in a number of European countries. They are mostly civil employees of the police specialising in the prevention of criminality, in the work in communities and in establishing contacts between the police and national and ethnic minorities in risk localities.

Appraisal of the pilot project *Assistant of the Police of the CR for the fight against usury in socially segregated Roma communities* implemented at the Police of the CR, Northern Moravia Administration

The Police of the CR, Northern Moravia Administration, was chosen for the pilot testing of the project, particularly for a significant population percentage of Roma minority in the region that is most affected by usury. Another reason was the possibility to use, in solving problems, the project of the civil association “Mutual Coexistence” with which the Ministry of the Interior of the CR has cooperated for a long time. The project was closely connected to the activity of the police work group for the fight against usury⁶.

The Order of the Director of the Police of the CR, Northern Moravia Administration, No. 3 of 14 January 2003 set measures for the repression of the criminal offence of usury in Roma communities, and a work group for the fight against usury was established within the Police of the CR, Municipal Directorate in Ostrava.

Along with this step, the project of assistant of the Police of the CR of the civil association “Mutual Coexistence” in Ostrava was started and two Roma police assistants were chosen and employed. The selection of assistants was carried out after consulting the representatives of the Police of the CR, the Roma consultant of the Ostrava City Municipality, the regional coordinator for national minorities, the representatives of the Ministry of the Interior of the CR, and the office of the Council of the Government of the CR for Roma community affairs. The entire project was financed by the office of the Council of the Government of the CR for Roma community affairs from the funds for non-governmental organisations’ projects.

The assistants attended the training of police specialists (police instructors for the issues of racial equality) and they attended a standard several months’ course for field social workers. Both assistants completed the course successfully and they received qualification certificates.

The basic task of the assistants in the Czech environment was, in particular, intensive and systematic work with the victims of usury. Their main mission is, at the first stage, to

⁶ The assessment of activities of this work group is included in the “*Report on the results of activities of the work team for the fight against usury in socially segregated Roma communities*”, which was adopted by the Government of the CR in Resolution No. 218 of 10 March 2004.

establish contacts with a community and to acquire confidence for the work of selected policemen in the environment of a Roma community in such a way that the Police of the CR can enter the community more easily and provide their services to those who are interested (for example, the victims of crimes who would not have sought help of the police without cooperation with the assistant). The acting of the assistants of the Police of the CR inside a community must be entirely transparent as it is very important that the community perceives assistants as a helpful step and help offered by the Police of the CR. The assistants establish contacts of victims and witnesses with the Police of the CR, they inform citizens from a Roma community on risks associated with usury and also on the possibilities that is offered to them by cooperation with the police in the issues of usury. Their role is thus to act as a permanent mediator between the police and the community and to make communication between both parties easier.

The work group for the fight against usury was comprised of twenty-four policemen while each municipal district had two policemen. The group leader was a person from the common criminality department, a specialist in economic criminality. The group was chosen based on optionality, so policemen were given a chance to show interest in the given issues or to refuse to become a member of the team. The group attended a several days' training of police instructors for the issues of racial equality and regional coordinators for national minorities, which was focused on the issues of police work with minorities, on the cultural specifics of selected minority communities and on the protection of human rights and minorities.

The task of the work group leader and policemen in the sector of economic criminality detection was to search for and check up the knowledge on the criminal activity of usury. These persons had the possibility to use appointed policemen from individual district departments, as well as all contacts obtained within the community owing to cooperation with the Roma assistants. The work group leader regularly met, twice a week, with the assistants and solved current problems with them. In working hours, the assistants accompanied policemen at beats in municipal districts and they worked with the victims of usury for the rest of their working hours. They visited the families affected by usury, discussed their problems with them and offered them help and arrangement of contacts with the police.

All district directorates of the Police of the CR, Northern Moravia Administration, were to carry out their own assessment of the situation and, if necessary, to establish similar groups within their areas or to select policemen appointed to solve criminal cases of usury. The district directorate in Nový Jičín obtained relevant results. In the towns of Bílovec and Odry, an operating worker at the Common Criminality Department of the Criminal Investigation Police managed to make necessary contacts and to obtain sufficient information inside the community. The further procedure during detection of the criminal activity of usury meant, also in that case, acquiring the confidence of aggrieved persons. To establish a positive relationship and to build an atmosphere of confidence inside the community, the policeman, apart from his duties, regularly visited Roma families affected by usury and offered them help in their desperate situation. He gave them all support and when they decided to contribute to detect particular cases of usury, he ensured the safety of these witnesses and victims including their families. In addition, some of the aggrieved persons had the opportunity to use the institute of concealment of their identity. Owing to this exemplary engagement and an initiative attitude of the policeman towards the whole problem it was possible to start actions in criminal proceedings for the criminal offence of usury in accordance with the provisions of Section 253, paragraph 1, Criminal Code, in a total of seven cases.⁷ Also in that case, when

⁷ Information on the procedure of the District Directorate of Police of the CR in Nový Jičín in concrete cases of the criminal offence of usury in accordance with the provisions of Section 253, paragraph 1, Criminal Code, is included in the *"Report of the results of activities of the work team for usury repression in socially segregated Roma communities"*, which was adopted by the Government of the CR in Resolution No. 218/2004.

the policeman, apart from his duties, supplemented the activity of police assistants (or field social workers) there was a clear absence of a system mechanism which would have made it possible for the Police of the CR to solve this criminal activity more effectively.

In comparison with 2002, when the Police of the CR, Northern Moravia Administration, managed to obtain a single piece of information on the criminal activity of usury, a significant progress had been made. In 2003, the Police of the CR, Northern Moravia Administration, checked up 32 pieces of information indicating commission of the criminal offence of usury. In 14 cases, the police started actions in criminal proceedings for the criminal offence of usury in accordance with the provisions of Section 253, paragraph 1, Criminal Code, they charged 6 persons of the criminal offence of usury, of which 4 cases were passed on to the Public Prosecutor's Office.

The assistants help the Police of the CR in selecting persons willing to contribute to detect usury in the Roma community. Thanks to their work, the awareness of the Roma community members of risks associated with usury has increased. The victims from the community are now more willing to report criminal offences and to provide important testimonies.

Also the attitude of the Police of the CR, Northern Moravia Administration, towards the solution of problems with usury and other risk factors inside socially segregated Roma communities may be appraised as clearly initiative and active. The police in the Northern Moravian Region managed to make space for communication and close cooperation with the members of national and ethnic minorities and to acquire such methods of work with which they can make contacts with the members of socially segregated communities who are most threatened with usury. All this makes it possible for them to acquire concrete information on the criminal activity of usury and, as a result of this, to gradually contribute to increase the detection rate of this latent criminal activity.

The presence of the project *Assistant of the Police of the CR for the fight against usury in socially segregated Roma communities*

Since January 2004, Ostrava City Municipality has employed two field social workers whose work is aimed at solving all criminological factors in the Roma community. They are financed from the funds for field social work and by Ostrava City Municipality. In addition, the assistants from the Mutual Coexistence association assist the Police of the CR. The field social workers and assistants of the Police of the CR, within their possibilities, gradually extend their competence into other districts within the Administration, and they provide help, in particular, those members of the community who showed their interest. They use the possibility of direct entry in the community, they are well known and well accepted there.

The police group for the fight against usury at the Municipal Directorate of the Police of the CR in Ostrava has been transformed, since early 2004, to "cells for work with the Roma community". These cells work at selected district departments in Ostrava and they are comprised of policemen, assistants of the Police of the CR, or field social workers and representatives of civil associations (if there are any in a particular area). The leaders of individual cells, who are policemen, regularly meet with the assistants for consultations.

From January to May 2004, the police of the Northern Moravia Administration charged another five persons of the criminal offence of usury.

A great benefit of the project is starting of unprecedented regular communications between the representative of local authorities, state administration authorities, the Police of the CR, non-governmental organisations and Roma activists. In solving the problems of usury and other related risk factors, a close cooperation of all involved parties is the necessary

prerequisite. The intention of the Police of the CR, Northern Moravia Administration, is to use the current experiences with the fight against usury and to establish similar work groups also in the other districts within the Administration.

Further to the intentions of the Strategy, the Northern Moravia Police Administration initiated a project called "Common World". The objective of this project is to continue developing the activities of the Police of the CR in relation to ethnic minorities and aliens and to create space for mutual communication of all bodies participating in the issue of work with minorities. The Police of the CR want to initiate this communication which would involve not only state authorities, local authorities and non-governmental non-profit organisation, but also the representatives of minority communities living in the Moravian-Silesian Region. The final report will contain an assessment of the course and results of the project and possible proposals for implementation of similar projects which may be used for other regional administrations of the Police of the CR.

The activity of the police work group for the fight against usury as well as the current experiences with the project of Roma assistants of the Police of the CR was appraised in the *Report of the results of activity of the work team for the fight against usury in socially segregated Roma communities*, which was adopted by the Government of the CR in Resolution No. 218 of 10 March 2004. Also, on 12 February 2004, a methodical instruction of the director of the office of SKPV PP CR was issued and it sets the procedure of the Police of the CR during the detection, check up and investigation of usury.

The future of assistants of the Police of the CR

Another project of assistants of the Police of the CR was prepared in early 2004 by the Ministry of the Interior of the CR in cooperation with the District Directorate of the Police of the CR in Cheb, the Municipal Office in Cheb, and the Office of the Government.

The Roma assistant of the Police of the CR in Cheb should be specialised, in particular, in establishing positive contacts of the Police of the CR with the Roma community and then, as a supplement of the police work oriented at problems – in this case in solving the issue of child abuse or other criminological factors, risk and pathological phenomena associated with the life of the Roma community in Cheb.

The project of assistants of the Police of the CR for cooperation with the Roma community in Cheb has been in progress since February 2004. In the middle of February, a selection procedure was carried out at the Municipal Office in Cheb with a participation of the representatives of the Municipal Office in Cheb, the leader of the police work group, the representatives of the Ministry of the Interior of the CR and the office of the Council of the Government of the CR for Roma community affairs. Based on the procedure, two field social workers were chosen and employed and these also work as assistants of the Police of the CR. One of their main tasks is to establish contacts with the community and to acquire confidence for the work of selected policemen in the environment of the Roma community so that the Police of the CR can provide help to the victims of criminal activity more successfully.

The project is financed by the office of the Council of the Government of the CR for Roma community affairs from the funds for field social work which, in cooperation with the Ministry of the Interior, closely monitors the course of the project.

In February 2004, a six-member police work group was established, based on the Order of the Director of the District Directorate of the Police of the CR in Cheb No. 25 of 29 December 2003. Its main task is to obtain, collect and analyse information on child prostitution and to propose measures for its reduction and repression. The police use the

assistants of the Police of the CR and they concentrate also on other risk phenomena with which the Roma community is affected. The group currently investigates about twenty cases regarding their competence, two persons have been charged of threatening the moral education of youth.

Further to the activities implemented within the project of assistants of the Police of the CR, the Municipal Office in Cheb prepares, in cooperation with the District Directorate of the Police of the CR in Cheb, a project for establishment of a community centre in Cheb. The community centre will offer children and youth from socially segregated communities leisure time activities as an alternative to spending their leisure time in the streets of the town.

With regard to the fact that the project of assistants of the Police of the CR and the activity of police groups specialised in the work with the Roma community are considered highly beneficial and their results relevant, **the Ministry of the Interior of the CR proposes an extension of the project to other risk localities with a significant percentage of Roma population or with an occurrence of socially segregated communities.**

The Ministry of the Interior gives a proposal for systemisation of the title of **police assistant as a standard module of field social work within the Field Social Work Programme**⁸ (apart from school assistant, medical assistant, etc.). Partners of the Police of the CR in implementing the project can be both local authorities, which may apply for a direct financial subsidy from the state budget, and a non-governmental organisation, which has the possibility to apply for grants within free competition. Incorporation of assistants of the Police of the CR in the system of field social work will be solved conceptually within the revised Concept of Roma Integration which will be submitted to the Government of the CR in the first half of 2005.

Proposed measures:

- To analyse the possibilities to use the mechanism of “assistants of the Police of the CR for cooperation with Roma communities” in concrete conditions of other regional administrations of the Police of the CR.
- To appraise the project “Assistants of the Police of the CR for cooperation with the Roma community in Cheb”.

⁸ The funds determined from the state budget for the Field Social Work Programme are currently administered by the Council of the Government of the CR for Roma community affairs.

3. Conclusion

All medium-term and long-term strategic objectives of the Ministry of the Interior in the field of police work in relation to national and ethnic minorities are gradually fulfilled.

A significant progress has been made in the field of education and career formation of policemen during 2003 and 2004. The issues of minorities, the issues of racial equality and human rights are included in the education of secondary police schools' students and in the continuous training of the teachers of these schools, as well as in the training programme of apprentices of elementary special training. From the second half of 2004, a course aimed at the issues of police work in relation to minorities will take place at all regional police administrations within the framework of continuing education of policemen. All policemen of all services of the Police of the CR will gradually attend this course.

In the outlook of the following two years, it will be necessary to include the issues of minorities in the police management educational programme and to create specialist courses for the members of the Foreign and Border Police.

The Ministry of the Interior of the CR and the Police of the CR will increase the recruitment of minority members to the Police of the CR, and they will use suitable means to promote their employment policy among the members of minority groups. They will continue to strictly apply anti-discriminatory procedures in police work and they will introduce the system of checking policemen's behaviour within the elementary special training with regards to possible xenophobic and racist signs.

Based on the appraisal of pilot projects, the position of liaison officers for minorities will be established at all regional police administrations at the beginning of 2005; those will continue to be responsible for the compilation of the Operation Plan of a particular regional administration of the Police of the CR in relation to minorities and for the systematic implementation and coordination of intentions arising from this document. The Ministry of the Interior and the Police of the CR will actively continue to extend the project of police assistants and other procedures to establish contacts with the representatives of minority communities.

The key areas for the future remain an increase in the requirements for special and practical qualification of policemen in the given problems, application of anti-discriminatory procedures in the police work, fight against the forms of discrimination inside the police force, support for the system preventive activity of the Police of the CR in relation to minorities as well as support for the regional activities of the Police of the CR in this field.

The basis for proposals for other measures in this field will be data acquired based on a sociological survey of the relationship between the Police of the CR and national and ethnic minorities.

In this respect, it is useful to remind that the current method of financing the measures concerning police work in relation to national and ethnic minorities may exceed, in the long run, the possibilities of the standard budget of the Ministry of the Interior of the CR. The funds for implementation of proposed measures are currently sought within the current, approved budget of the Ministry of the Interior, and nor for the years 2004 and 2005 requires the Ministry of the Interior the provision of funds for these purposes. However, within the Strategy a number of activities are realised, some of which have a pilot character, and the aim is to gradually reach their nationwide extent and application. These and other circumstances may lead to an increase in the costs connected with the implementation of the above-mentioned measures above the range of possibilities of the budget of the Ministry of the

Interior or the current non-departmental sources (PHARE). If the implementation of other proposed measures and an improvement in work of the Police of the CR in relation to national and ethnic minorities were conditioned, in a long-run perspective, by increasing financial means, the Ministry of the Interior of the CR will apply, after grounds for the financial requirement based on a draft resolution of the government have been presented, the Government of the CR to release the remaining financial sources.

4. An overview of tasks assigned to the Ministry of the Interior and the Police of the Czech Republic

2.1. Education and career formation of policemen

Proposed measures:

1. In relation to the preparation of the course “Multicultural Education – Extremism-Racism

a) To implement continuing trainings for police instructors acting within the course in the Training Police Centres of regional administrations which will be focused on improving instructors' skills and complementing of knowledge of the issues of police work in relation to minority communities;

b) to involve in the trainings for police instructors eight police trainers for the issues of racial equality and other instructors with whom the Ministry of the Interior has been cooperating for a long time;

c) to involve eight police trainers for the issues of racial equality in instructor's activities within the course “Multicultural Education – Extremism-Racism” and to ensure conditions for their acting as instructors within this course;

d) to set the order of target groups of policemen who will attend the course depending on relevant indicators (percentage of the population of ethnic minorities and aliens in particular districts and boroughs, etc.);

e) to create a system of records of those who complete the course within the information system EKIS II in order to facilitate the implementation of continuing trainings;

schedule: **by 31 December 2004**

2. to incorporate the course for the issues concerning national and ethnic minorities among courses and seminars for the middle and senior police management;

schedule: **by 30 September 2005**

3. In the field of training of policemen of the Foreign and Border Police in the issue of police work in relation to national and ethnic minorities:

a) To redefine the profile of graduates of the elementary special training of the Foreign and Border Police and the profile of graduates of duty training of the Foreign and Border Police which would contain policemen's knowledge regarding different cultural and religious specifics, current migration trends, the policy of the Czech Republic in relation to aliens, illegal migration and policemen's skills regarding effective and correct dealing with aliens, solutions of conflict situations with aliens and compensation techniques for stress reduction;

b) to analyse the need of creating a special educational programme for the members of the Foreign and Border Police working in the establishments for detainment of aliens;

c) based on updated graduate profiles, to modify the current educational programmes;

d) to train personnel in the establishments for detainment of aliens at Balková, Poštovná, Velké Přílepy, Frýdek-Místek, and Bělá-Jezová;

e) to arrange field trips of the members of the Foreign and Border Police included in the elementary special training to the establishments for detainment of aliens;

schedule: **by 31 January 2005**

2.2. Employment of the members of national minorities with the Police of the CR

Proposed measures:

1. To improve the promotion of recruitment of the members of national minorities to the Police of the CR by using contacts in schools involved in the programme “Support for Roma Secondary School Pupils” and the information brochure on the possibilities of work with the Police of the CR;

schedule: by 31 January 2005

2. within the courses for the middle and senior police management, to inform the members of the Police of the CR with personnel competence on measures supporting the recruitment of the members of national minorities to the Police of the CR;

schedule: by 30 June 2005

2.3. Monitoring of the xenophobic value orientation of policemen within the elementary special training

Proposed measures:

1. To ensure involvement of the teachers of secondary police schools of the Ministry of the Interior of the CR and instructors of the Training Police Centres in the monitoring of policemen’s behaviour within the elementary special training with regards to possible xenophobic and racist signs;

schedule: by 31 January 2005

2. to include, in the newly prepared internal acts of management in the field of personnel work, a method that will specify cooperation of officers with personnel competence with the relevant employees of the Police of the CR responsible for the monitoring of attendants of the elementary special training and the procedure of these officers in detecting xenophobic or racist trends in policemen at the elementary special training;

schedule: by 30 October 2005

3. to complement the binding directives of the Police President No. 96 and 97 of 28 June 2002 for the carrying out of continuous assessment of the members of the Police of the CR and the work of employees employed with the Police of the CR by the item “impartiality – xenophobia”;

schedule: by 30 October 2005

2.4. Police Code of Ethics

Proposed measures

1. To draw up an annex to the Code of Ethics of the Police of the CR which will have a form of interpretation of individual provisions of the code and will contain examples of good practice in particular situations;

schedule: by 30 June 2005

2. to secure using the handbook “Policeman in Multicultural Environment” in the course “Multicultural Education – Extremism-Racism”;

schedule: by 30 January 2005

3. to implement measures for use of the Police Code of Ethics in the media;

schedule: by 30 October 2005

2.5. Survey of the relationship of the Police of the CR with national and ethnic minorities in the Czech society

Propose measures

1. Based on the results of a representative sociological survey of the issue of relationship of the Police of the CR with national minorities and aliens in the Czech Republic, to propose other measures;

schedule: by 31 December 2005

2.6.1. The Operation Plan of the Police of the CR in relation to national and ethnic minorities and Liaison Officer for minorities

Proposed measures:

1. To systematically implement the mechanisms of the Operation Plan of the Police of the CR in relation to national and ethnic minorities and the Liaison Officer for the issues of minorities into the structure and activity of the Police of the CR and to introduce these mechanisms to all regional administrations of the Police of the CR;

schedule: by 31 January 2005

2. to prepare a binding directive of the Police President which will set the activity of liaison officers for minorities;

schedule: by 31 January 2005

3. to ensure the training of liaison officers for the issues of work of the Police of the CR in relation to national and ethnic minorities;

schedule: by 31 January 2005

4. to ensure, organisationally, the conditions for work of liaison officers;

schedule: by 31 January 2005

6.2.2. Assistant of the Police of the CR for the fight against usury in socially segregated Roma communities

Proposed measures:

1. To analyse the possibilities of using the mechanism of “Assistants of the Police of the CR for cooperation with Roma community” in concrete conditions of other regional administration(s) of the Police of the CR;

schedule: by 31 March 2005

2. to appraise the project “Assistants of the Police of the CR for cooperation with the Roma community in Cheb”;

schedule: by 31 December 2005

Evaluation of tasks

1. To draw up an evaluation report of continuous fulfilment of the intentions of the Strategy in all fields in question;

schedule: by 31 December 2005